



Peer Support & Wellness Specialist Code of Ethics

Nebraska Office of Consumer Affairs: Division of Behavioral Health: DHHS

- ▶ ☼ Peer Support Staff respect the dignity and worth of all people.
- ▶ ☼ Peer Support staff will value diversity and not practice, condone, facilitate or collaborate in any form of discrimination on the basis of ethnicity, race, sex, sexual orientation, age, religion, national origin, marital status, political belief, mental or physical disability, or any other preference or personal characteristic, condition or state.
- ▶ ☼ Peer Support Staff facilitate self-determination for peers utilizing peer support services. They encourage and nurture peers to find their own voice. They will advocate for the right of all people to make their own decisions in all matters when dealing with other professionals, promoting concepts of shared-decision making.
- ▶ ☼ Peer Support Staff will respect the privacy and confidentiality of private information shared by people utilizing peer support services or other related professional services at the organization. Unless necessary for supervision, required by law, or otherwise consented to by the individual personally, no confidential information will be revealed to anyone.
- ▶ ☼ Peer Support Staff will advocate for the full integration of individuals into their chosen community living environment. Peer Staff will be directed by the knowledge that all individuals have the right to live in the least restrictive and most inclusive setting possible.
- ▶ ☼ Peer Support Staff will never engage in romantic or sexual intimacies with the people utilizing peer support services in the organization where the peer support staff person is working. They do not provide peer support services to anyone with whom they've had romantic or sexual intimacies in the past.
- ▶ ☼ Peer Support Staff will not use relationships with people utilizing peer support service relationships to financial gain or put the other person at risk of exploitation or harm.
- ▶ ☼ Peer Support Staff will work to keep their environments physically and emotionally safe for others. Peers never intimidate, threaten, harass, use undue influence, physical force or verbal abuse, or make unwarranted promises of benefits to the people that utilize peer support services.
- ▶ ☼ Peer Support Staff will strive to understand variables that impact relationships with those utilizing peer support services and to be trauma-informed.



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- ▶ ☼ Peer Support Staff will not abuse illegal substances under any circumstance.
- ▶ ☼ Peer Support Staff will keep current with emerging knowledge relevant to recovery.
- ▶ ☼ Peer Support Staff will only accept gifts of insignificant value (under \$5.00) from people in services.
- ▶ ☼ Peer Support Staff will maintain high standards of personal conduct, modeling accountable relationships, and fostering their own recovery.
- ▶ ☼ Peer Support Staff will also conduct themselves in a manner that fosters their own recovery.
- ▶ ☼ Peer Support Staff will acknowledge their limits to knowledge when discussing areas outside the expertise of the field of wellness, like prescribing medications or making diagnoses.
- ▶ ☼ Peer Support Staff should speak in simple terms, use people first language, and avoid clinical jargon. Peer Support Staff will strive to break down concepts, like recovery and trauma, for individuals that are not familiar with recovery language.